

For Information	
Public	
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	15th March 2016
Report of:	
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Agenda Item:	07

Equality, Diversity and Human Rights Performance and Monitoring

1. Purpose of the Report

- 1.1 To inform the Strategic Performance & Resources Board of the progress of Nottinghamshire Police in the areas of Equality, Diversity and Human Rights.

2. Recommendations

- 2.1 That the Police and Crime Commissioner note the progress of Nottinghamshire Police in the areas of Equality, Diversity and Human Rights.

3. Reasons for Recommendations

- 3.1 To ensure that the Police and Crime Commissioner is kept updated on these issues

4. Summary of Key Points

4.1 Equality Objectives

As part of the Police and Crime Commissioner and Chief Constables' commitment to equality and diversity, four key equality objectives have been identified and adopted. The work towards each of these objectives is led by a designated member of the Chief Officer team.

The current leads for these objectives are

Proportionality	ACC Simon Torr
Engagement	ACC Simon Torr
Culture	DCC Sue Fish
Representation	ACO Human Resources – Ali Naylor

Progress on these objectives is monitored by the Equality, Diversity and Human Rights strategy board which meets on a quarterly basis and is chaired by the Chief Constable. The Deputy Police and Crime Commissioner attends these meetings on behalf of the Office of the Police and Crime Commissioner.

In addition to leading on Equality and Diversity, each member of the Chief Officer team also undertakes the role of 'Network Champion' for one or more of the Diversity Support Networks within Nottinghamshire police.¹ The introduction of Support Network Champions has been of benefit to all of our diversity support networks, it has helped in promoting and empowering the support network and in building a belief from the top that the issues that they raise are important.

Over the past year significant work has taken place towards these objectives the highlights of which include:

Stop and Search

Continued hard work has been dedicated to improving the use and monitoring of stop and search powers, and in particular to ensure that any issues of apparent disproportionality are tackled robustly.

The work programme, which is managed at Chief Officer level, has consisted of a variety of activities which include; the development and roll out of a stop and search mobile data application which improves the recording of stop and search both in terms of personal information used and geographical mapping; improved data collection and monitoring allowing more effective performance management by supervisors; and refresher training for all officers covering legislation, community impact, behaviours and attitudes.

Front-line officers have been undergoing equality training on unconscious bias provided by an external consultant.

The Force continues to comply with the Best Use of Stop and Search Scheme and the Scrutiny Board meets on a regular basis.

Hate Crime

A consolidated action plan for tackling hate crime and improving outcomes has been developed by the Hate Crime Steering Group of the Safer Nottinghamshire Board. Chief Inspector Ted Antill has been designated as the primary crime lead for this area and his work is supported by a hate crime manager post that is responsible for the day to day implementation of the action plan. The plan incorporates recommendations from national reports²,

¹ Diversity Support Networks – Black Police Association (BPA), Nottinghamshire Encouraging Women to Succeed (NEWS), The Network is Nottinghamshire Police's lesbian, gay, bisexual and trans support, Disability Awareness Network (DAWN), Gypsy Roma Traveller Police Association (GRTPA) and Christian Police Association (CPA).

² Reports include the Equality and Human Rights Commission's 'Hidden in Plain Sight', 'Out in the Open' reports into disability related harassment, Stonewall's Homophobic Hate Crime – The Gay Britain Crime Survey 2013 and the Parliamentary Enquiry Transgender Equality report published in 2015.

and from an internal audit of hate crime process and performance. In addition Nottinghamshire Police continues to work closely with partner agencies such as Mencap to address disability related hate crime and the LGBT Independent Advisory Group's (IAG) to increase under reporting.

Key activity has included a hate crime media campaign to create a better understanding of what constitutes a hate crime and conveying a strong message that all incidents will be taken seriously. The campaign has centred on significant dates such as International Day against Homophobia, Biphobia and Transphobia (IDAHOT), deaf awareness week, disability awareness day and community events including the Carnival and Pride. In addition, we supported events addressing Misogynistic hate crime, encouraging partners to sign a hate crime pledge and implementing hate crime policies.

Mental Health

The introduction of the triage cars has seen a significant reduction in the use of police powers under section 136 of the Mental Health Act. Partnership efforts to address mental health have also been increased following the introduction of the concordat action plan. Since April 2015 there have been further reductions in the use of cells for section 136 Mental Health Act patients and no children have been detained.

Internally, the Force has signed up to the MIND Blue Light Time to Change Pledge to show a commitment to challenge mental health stigma and promote positive wellbeing within Nottinghamshire Police. Working with the Black Police Association we have promoted MIND mental health workshops and self-help guides to build resilience and awareness. There is an action plan that goes hand in hand with the Blue Light Pledge that will be worked through during the forthcoming year. This will include promoting mental health champions/friends and mental health workshops for managers and staff.

Positive Action

The Force has continued to work closely with the College of Policing on the BME Progression 2018 programme. We also piloted the "Emerging Potential" training course for BME officers and staff and supported a review of the equity of current national assessment processes for BME applicants.

Positive action initiatives were put in place to support the specials and cadet recruitment and Fast-Track Programme. We are working to increase the profile of the formal mentoring framework and programme via the Diversity Support Networks and reviewing a range of options to support the personal and career development of our under represented officers and staff. This will include a review of the 'Emerging Potential' Programme', which aims to contribute to the process of increasing the representation of people from groups that are currently under represented in leadership positions. In addition, we will be involving staff from under-represented groups to review the current provision to identify strengths, gaps and areas for development.

EDI Training

Following an internal review of progress against the MacPherson Inquiry recommendations, the delivery of equality, diversity and inclusion training was commissioned. The mandatory training included an e-learning package for all staff on the Equality Act 2010 and two workshops for managers, one exploring the Equalities Act 2010 in more detail, including unconscious bias and how to be an inclusive manager. The second workshop for more senior managers entitled "21st Century Policing for 21st Century Managers" focussing on working with and through communities. Community members actively participate in the above workshops for managers.

Additional equality awareness workshops have been provided, including Trans awareness, mental health awareness (MIND) and a 'Lite Bites' event focussing on LGBT equality dyslexia awareness, in addition to promoting external workshops on Gypsy Roma Traveller, sexual orientation, religion and faith awareness.

Engagement

As part of an on-going programme of public engagement the Corporate Communication department and Positive Action Coordinator organised Nottinghamshire Police and the Office of the Police & Crime Commissioner's successful presence at a number of community events during the year. These included events such as Emergency Services Day, Nottinghamshire Pride, and the Carnival.

Public engagement has also focussed on raising awareness of the Pegasus and Emergency SMS systems to ensure that our services are as accessible as possible. The British Deaf Association Charter was signed by Nottinghamshire Police on 11th March 2015 and an action plan developed.

Specials

The special constabulary have been aligned to neighbourhoods with a focus on community engagement. A rural crime special constable proactive team has also been implemented.

Cadet Scheme

The cadet scheme positively targets young people, especially those from Black Minority Ethnic and other under-represented sections of the community with the aim of creating greater engagement between the force and young people.

The cadets learn about a range of topics including; police history, first aid, conflict management skills and campaigns; including those to reduce road traffic accidents, anti-social behaviour, and alcohol related crime. As part of the programme, cadet's will volunteer four hours a month to assist the police in attending public events, delivering crime prevention initiatives, conducting crime surveys and general public engagement activities. A cadet training syllabus has been developed to enable cadets to transition to the BA Policing degree course run by the University of Derby.

In addition to the above outward facing activities a number of internal activities related to the Equality Objectives have also taken place. These have included; a series of “EDHR Events” for staff and partners covering topics such as Trans awareness, Mental Health, Gender Agenda 3 and LGBT ‘LITE BITES’. A Holocaust Memorial Event was also held at Police Headquarters.

The “Diversity in Action” annual staff award recognises staff who have actively contributed towards improving relationships within diverse communities and the continued development of an Equality, Diversity and Inclusion section on the staff intranet which provides advice, information and resources around a range of equality and diversity matters.

4.2 Exploring and Improving BME Policing Experiences

In February 2013 a research project, which analysed relations between Nottinghamshire Police and the county's black and ethnic minority community, was commissioned by the Police and Crime Commissioner as part of his pre-election pledge to give BME communities a bigger voice within policing.

The research, led by Professor Cecile Wright from the University of Nottingham, was aimed at improving the relationship between Nottinghamshire's BME community and the police, particularly around the way various styles of policing are interpreted. The project report, published in July and welcomed by both the Police and Crime Commissioner and the Chief Constable, made a series of recommendations around areas such as recruitment, training and stop and search.

As a result a working group has been set up, which includes representation from the BME community, members of Nottinghamshire Police's Chief Officer Team and the Police and Crime Commissioner. This group will provide a focus to ensure the recommendations are driven forward and progress on these recommendations are reported back to the BME community.

4.3 Equality and Diversity Information Report 2015

In line with the Equality Act 2010 (Specific Duties) Regulations 2011, Nottinghamshire Police has published an annual report containing details of the information, gathered and used to inform progress towards meeting the public sector equality duty. The report is available on the Nottinghamshire Police website and is attached at **Appendix 1**.

The report contains performance data and statistical information in three areas; demographic information for Nottinghamshire, performance data in relation to service delivery and information regarding the make-up and culture of Nottinghamshire Police. The information covers the period from 1st April 2014 to the 31st March 2015.

Highlights from the report include

- The reporting of Hate Crimes has improved with 18.7% more crimes recorded the number of incidents has fallen by -5.4% during 2013/2014. Detection rates for Hate Crime, at 33.7%, remain higher than the average for all other types of crime.
- The force has introduced new practices, mobile data solutions and training for stop and search. The number of searches per 1000 population is reducing significantly as officers are tasked more effectively.
- Satisfaction rates from victim of crime surveys showed over 84% of all respondents, for all surveys were satisfied, with the service they received. However BME victims showed a lower satisfaction rate when compared with White victims. Male victims had a slightly lower satisfaction rate when compared with female victims.
- Reporting of domestic violence incidents has increased by 6.6% with detection rates continuing to remain higher than the average for all other types of crime.
- Speakers of 56 languages required translators during 2014/15 with Polish, Romanian and Lithuanian remaining the most commonly requested languages. Overall the number of translation requests increased by just over 13.5% from the previous year.
- The Pegasus system; which is designed to make contacting and communicating with the Police more accessible for some disabled people, now has over 400 members and is in use by both Nottingham Fire and Rescue service and East Midlands Ambulance service.
- 29.70% of our officers are women; which is slightly higher than the national average for the Police Service in England and Wales.
- BME representation amongst Police Officers has increased slightly to 4.39% which creates a representation gap with the local population of 6.81%. This is slightly better than the representation gap for all Police Services in England and Wales which is 8.8%.
- BME Officer representation remains lowest at the rank of Chief Inspector, although Female Officer representation at this rank has improved for the second year in succession now showing as 19.51%.
- The number of employees who self-classified as having a disability was 2.56% and as LGBT 2.09%. There are low levels of declaration in these two areas, which we are seeking to address.
- There is now almost 20% of the workforce working part time.

4.4 **Stonewall Workplace Equality Index (WEI) 2016**

Nottinghamshire Police is a Stonewall Diversity Champion and participates in the Stonewall Workplace Equality Index (WEI) each year. The Stonewall WEI is a benchmarking tool which enables us to benchmark our work on LGBT equality against best practice.

Nottinghamshire Police attended a Stonewall top 100 employer's launch on Tuesday 19th January 2016. At the event we received formal notification that we are now a Stonewall top 100 employer, ranking 64th place within the index. This represents a significant improvement on last years' ranking of 167th.

Activity to improve LGBT equality has included the following:

- Implementing a straight allies programme
- Promoting LGBT role models within the organisation
- Updating the Bullying Discrimination and Harassment Procedure and publicising reporting routes
- Collaborating on a positive action event targeting LGBT and BME detectives
- Promoting the rainbow flag at Nottingham Carnival as part of mainstreaming LGBT equality
- Coordinating and supporting LGBT engagement events
- Coordinating IDAHOT activities internally and externally across the city & county including a civic launch and a public streaming event
- Supporting the development of the North Notts LGBT IAG and hate crime scrutiny group

As a result of feedback from Stonewall a number of activities have been identified and built into equality objective work plans with a view to improving Nottinghamshire Police's standing in the index. We will continue to work with Nottingham Healthcare Foundation Trust, as part of our mentoring arrangements with one of the Stonewall top performing employers, to deliver an action plan, which includes:

- Increasing the sexual orientation declaration rate
- Joint working and delivering LGBT partnership events

We will also seek to promote Trans inclusion and equality, career development for LGBT and other underrepresented groups. Other work to foster inclusion will include promoting Black History month, Disability History month, International Women's Day, LGBT History Month etc.

5. Financial Implications and Budget Provision

5.1 Not applicable - update report only

6. Human Resources Implications

6.1 Not applicable - update report only

7. Equality Implications

7.1 Please see the main body of this report, which outlines the action the force is taking against each of the four key equality objectives.

8. Risk Management

8.1 Not applicable - update report only

9. Policy Implications and links to the Police and Crime Plan Priorities

9.1 Not applicable - update report only

10. Changes in Legislation or other Legal Considerations

10.1 Not applicable - update report only

11. Details of outcome of consultation

11.1 Not applicable - update report only

12. Appendices

12.1 Appendix 1 – Equality & Diversity Information 2015